

# EMPLOYEE BENEFITS

COE has been commended for its workplace flexibility efforts including flextime, telework, compressed work weeks, and professional development opportunities. Other benefits include...

- ✓ PPO Medical Plan & Health Reimbursement Account (HRA)
- ✓ Dental & Vision Coverage
- ✓ Paid Time Off (20 days annually, 25 days after 5th service anniversary)
- ✓ Parental Leave
- ✓ 401(k) Retirement Plan with Employer-Matching Contributions
- ✓ Employer-Paid Life & Disability Insurance
- ✓ Professional Development Program & Educational Assistance
- ✓ Monthly Commuting & Parking Benefits
- ✓ Company-Paid Holidays/Floating Holidays
- ✓ Flexible Spending Accounts
- ✓ Employee Assistance Program

***This Way Forward***



For more information, please check us out at:

 [center4oe.com](http://center4oe.com)

 301-948-1922

 [info@center4oe.com](mailto:info@center4oe.com)

 [@4orgexcellence](https://twitter.com/4orgexcellence)

 [@4orgexcellence](https://www.facebook.com/4orgexcellence)

 The Center for Organizational Excellence, Inc.

**COE** | Center for  
Organizational  
Excellence

*This way forward*

# Why Work at COE?

[center4oe.com](http://center4oe.com)



# COE's Mission

# COE's Values

# COE's Corporate Culture

Since 1984, The Center for Organizational Excellence, Inc. (COE) has provided quality management, technology and data innovation, consulting solutions resulting in improved, measurable and meaningful results for our clients. COE differs from other consulting agencies in that we...

- Focus on doing the right thing. Always.
- Create sustainable and systemic solutions that endure long after COE is done.
- Use a holistic approach so that one solution doesn't create challenges in other areas.
- Utilize time-tested solutions that meet the unique requirements of federal agencies.
- Deploy the right people at the right time in an effort to amplify and optimize project resources and save the client money.

COE prides itself on a culture of citizenship, a culture focused on the connections, dependences and responsibilities that make a community. We each play a role in speaking up, telling constructive truths, giving our best, and working towards the systematic health of our selves, colleagues, clients, partners and the company. Each one of these entities is intrinsically linked and the good of any one part cannot be attained at the expense of another. Who you are, as a citizen, a member of the community, and as an individual, matters at COE.

**Values demonstrate what is important to us. They guide the achievement of our mission.**

	<b>Intellectual Curiosity</b>	Discover, Engage, Create
	<b>Stewardship</b>	Trust, Solutions, Professional
	<b>Incisiveness</b>	Reliable, Results-driven
	<b>Accountability</b>	Committed, Problem-solving
	<b>Community</b>	Collaborate, Respect, Support



COE Organizational Effectiveness Framework™

## Our Staff

**Positioned to Succeed.** Having the expertise, consulting acumen, intellectual curiosity, professionalism and energy to succeed.

**Home and Family.** Sustaining a work/life balance that is meaningful and nourishing.

**Willingness to Engage.** Demonstrating the desire and capacity to *lean forward, strain oneself* and participate in *problem solving* and *meaningful success* attainment.

## Our Business

**Positioned to Succeed.** Achieving our goals and contributing to our profession and the market, enabling COE to be recognized as a leader in the industry.

**Positioned for Consistency.** Being consistent in our approach to business, work, and people and being a model of excellence.

COE has been recognized by Forbes Magazine as the Top Management Consulting Firm 3-years in a row – 2019, 2020, and 2021.

